

Highland Community Schools
Board of Directors Meeting
Monday, January 13, 2025
5:00 p.m. – High School Board Room

The meeting was called to order at 5:00 p.m. by President Nate Robinson.

Roll call was taken with Joslin Schott, Monica Jepson, Johnny O’Leary, Karen Fink, Rachel Longbine, Dan Ruth and Nate Robinson present. Also, in attendance were Ken Crawford, Superintendent, Jane O’Leary, Elementary Principal, Angela Hazelett, Secondary Principal, and Autumn Moyer, Board Secretary.

Longbine made a motion to approve the agenda, as presented. Seconded by Schott.

Motion carried 7-0

Consent Agenda Items:

Minutes: Approval of the December 9th, 2024 regular meeting minutes.
Approval of the December 11th, 2024 special meeting minutes.
Approval of the December 16th, 2024 special meeting minutes.
Approval of the December 16th, 2024 work session meeting minutes.

Financial Reports: Approval of the December financial reports.

Payment of Bills: Approval of the following January bills.

General Fund - \$29,773.86

Prepaid General Fund - \$127,854.09

Schoolhouse Fund - \$6,222.27

Prepaid Schoolhouse Fund- \$1,703.90

Activity Fund - \$9,855.00

Prepaid Activity Fund - \$12,062.15

Nutrition Fund - \$19,699.63

Prepaid Insurance Fund- \$1,125.00

School Fundraisers: None

Schott made a motion to approve the items on the consent agenda. Seconded by Longbine.

Motion carried 7-0

Receive Visitors: None

Secondary Instructional Coaches Angela Strobel and Angela Alberts spoke on the Multi Tier System of Supports (MTSS) at the middle school level. They explained the three tier system and the support being provided to students along with the guidelines of each tier and when to implement supports. They provided an overview of how this system works and supported their information by sharing proficiency data.

Ruth made a motion to approve the resolution for conveyance of property to the city of Riverside and set a public hearing date of Monday, February 10, 2025 at 5:00pm in the Highland Board Room. Seconded by O'Leary.

Motion carried 7-0

Ruth moved to approve the request to the School Budget Review committee for Modified Supplemental Amount and Supplemental Aid for the 2025-2026 Dropout Prevention Program in the amount of \$151,691 with a local match of \$50,564 for expenditures necessary to implement the 2025-2026 at risk and dropout prevention program. Seconded by Longbine.

Motion carried 7-0

Longbine made a motion to approve the Elementary Teacher, Secondary Teacher, and Activity Director job descriptions. Seconded by Schott.

Motion carried 7-0

Longbine made a motion to approve the Camera System Service Agreement 5-year contract with Electronic Engineering in the amount of \$10,239.50. Seconded by Schott.

Motion carried 7-0

Schott made a motion to approve the acceptance of the resignation of Deb Stewart, Elementary Math Interventionist, and Teresa Greiner, Preschool Teacher, as of May 30, 2025. Seconded by Ruth. Longbine thanked them both for their service to the district.

Motion carried 7-0

Ruth made a motion to approve the acceptance of Deb Stewart, Elementary Math Interventionist, and Teresa Greiner, Preschool Teacher, early retirement packages. Seconded by Longbine.

Motion carried 7-0

Mr Crawford discussed the first reading of the following board policies 411.01- Classified Employee Defined, 411.02- Classified Employee Qualifications Recruitment Selection, 411.03- Classified Employee Letter of Intent or Contract, 411.04- Classified Employee Licensing/Certification, 411.05- Classified Employee Assignment, 411.06- Classified Employee Transfers, 411.07- Classified Employee Evaluation, 411.08- Classified Employee Probationary Status, 412.01- Classified Employee Compensation, 412.02- Classified Employee Wage and Overtime Compensation, 412.03- Classified Employee Group Insurance Benefits, 412.04- Classified Employee Tax Shelter Program, 412.05- Classified Employee Activity Passes. These will be brought back to the next meeting for the 2nd reading.

Schott made a motion to approve the below listed board policies. Seconded by Longbine.

Motion carried 7-0

409.05	Political Leave
409.06	Jury Duty Leave/Court Appearance
409.07	Military Service Leave
409.08	Unpaid Leave
410.01	Substitute Teachers
410.02	Summer School Licensed Employees
410.03	Truancy Officer
410.04	Education Associate
508.02	Open Night
710.04	Meal Charges
409.4	Bereavement Leave (Rescind)
410.3	Student Teachers-Internship (Rescind)

Longbine made a motion to approve the following personnel resignations and appointments.
Seconded by Schott.

Motion carried 7-0

Resignation:

Jacob Allen- HS/MS Associate

Karlee Hugg- Assistant HS Volleyball Coach

Appointment:

Karlee Hugg- Head HS Volleyball Coach 14%

Board of Directors:

-Dan Ruth: Kudos to all involved with the wrestling tournaments over the weekend but a special shout out to Dakota Longbine, Chris Sexton, and Todd Sorenson for jumping into action during a cardiac arrest incident that occurred. They saved a life.

Angela Hazelett, Secondary Principal -

-Fewer referrals

-Attendance has been better

-Lots of help this weekend during the tournaments.

-Shout out to Nurse Cindy on keeping the AED devices properly in working condition and ensuring that everyone is trained on how to use them and where they are located. She helped save a life this weekend due to this.

Jane O'Leary, Elementary Principal

-Report provided in packet.

Autumn Moyer, Board Secretary

-Working on W-2's, 1099s and 1095's.

-Things are going well.

Ken Crawford, Superintendent

- PowerSchool breach just before Christmas. Letter to be sent out.
- Radon testing is taking place in the district this week. Required by law prior to 2027 and recurring every 5 years after that.

A work session will be held on Monday, January 27, 2025 at 5:00 pm in the high school boardroom.

The next regular board meeting is scheduled for Monday, February 10, 2025 at 5:00 p.m. in the high school boardroom.

Shannon Bisgard from Grundmeyer Leader Services presented the community survey results for the Superintendent search and provided a brief overview of the candidate pool.

Longbine made a motion to hold a closed session as provided in Section 21.5(1)(i) of the open meetings law to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when a closed session is necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session. Seconded by Fink. Roll Call Vote- All Ayes.

Motion carried 7-0

6:15 pm.

Longbine made a motion to return to open session. Seconded by Jepson.

Motion carried 7-0

7:27pm.

Longbine made a motion to adjourn at 7:28 p.m. Seconded by O'Leary.

Motion carried 7-0

Reports and documents and the full text of motions, resolutions, or policies considered by the Board at this meeting are on file in the Board Secretary's office, 648-3822, Monday through Friday, 9:00 a.m. to 4:00 p.m.

PRESIDENT, NATE ROBINSON

SECRETARY, AUTUMN MOYER